

REPLY TO
ATTENTION OFDEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY MEDICAL COMMAND
2050 WORTH ROAD
FORT SAM HOUSTON, TEXAS 78234-6000

06 DEC 2002

MCPE-C

MEMORANDUM FOR COMMANDERS/DIRECTORS, MAJOR SUBORDINATE COMMANDS
AND FIELD OPERATING AGENCIES

SUBJECT: FY03 Direct Hire Appointment Authority for Target Health-Care Occupations

1. Section 8106 of the Department of Defense Appropriations Act, 2003, Public Law 107-248 authorizes the continued use of the Direct Hire Authority (DHA) for 11 health-care occupations. I hereby delegate to you the authority and responsibility to make civil service appointments into the target medical occupations, without the usual Title 5 rules of engagement. The authority delegated herein may be further delegated. This delegation shall remain in effect until the authority expires or is rescinded in writing by me.

2. I am encouraged by our success using the DHA since 9 May 2002. In a period of 144 days, we filled 497 positions, reduced the fill time by 70 percent to 29 days and reduced the number of vacancies by 20 percent - all for the benefit of soldiers and their families. Once again, we have a rare opportunity to continue expeditious hiring of qualified health care professionals in the Army Medical Command and our Field Operating Agencies; use it judiciously. I ask that you conduct an aggressive search to fill these critical health-care positions and utilize the North Central Civilian Personnel Operations Center's "medic" web-based automated inventory of qualified candidates. We have made great strides in using this valuable authority and as such are working to expand the covered occupations and make this a permanent authority in the coming year.

3. I expect you to work closely with your Civilian Personnel Advisory Center and Civilian Personnel Operations Center examining your internal processes to further reduce the fill time. We can do better! Additionally, once an individual is on-board, we need to focus on retaining valued employees through use of performance-based honorary and monetary awards, skill enhancement opportunities, and examining your workforce morale for additional improvements.

4. I have asked the Civilian Personnel Division to provide updated guidance and to continue reporting to me on our use of this DHA. Our point of contact is Mr. Paul Macias, paul.macias@amedd.army.mil, DSN 471-6509 or Commercial (210) 221-6509 or 6859.

A handwritten signature in black ink, appearing to read "J. B. Peake".

JAMES B. PEAKE
Lieutenant General
Commanding

CF: Chiefs, Staff Offices